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Future-proofing our Company

through Customer Centricity, Empowered People and Dynamic Growth.

Diversity Statement for Schenker AS 2023

We work for equality and against discrimination due to gender, pregnancy, maternity, or adoption leave, caring responsibilities, ethnicity, religion, outlook on life, disability, sexual orientation, gender identity, gender expression and combinations of these principles.

Part 1: State of Gender Equality

State of gender equality in the company

GCL	Gender distribution at different job levels / groups *			
	Women	Men	Wage differences Women's share of men's wage stated as a percentage	
			Total cash benefits	Total taxable benefits in kind
Totalt Schenker AS	25%	75%	89%	75%
Leaders	26%	74%	88%	50%
Office	54%	46%	98%	76%
Terminal	5%	95%	80%	89%

*Explanation: We have many levels and salary groups in Schenker. In this table we have highlighted; leaders C, D & E level, office tariff 3 & 4 and terminal. These are the groups that represents most employees and represents women, also total for Schenker AS is included. As the numbers display only 25% of total employees are women.

Gender balance*		Temporary staff* (incl. substitutes) Stated in number or percentage of all employees		Parental leave*		Actual part-time*		Involuntary part-time**	
Stated in number		Stated in number or percentage of all employees		Stated in average number of weeks		Stated in number or percentage of all employees		Stated in number or percentage of all employees	
Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
303	916	9%	91%	23	13	1,8%	3,9%	-	-

Star explanation:

* To be mapped every year

** To be mapped (at least) every second year), next time in 2024.

To ensure anonymisation, there must be a minimum of five women and five men within each payroll group (GCL) for the results of the payroll survey to be published. The report therefore does not contain results for GCL where there are not enough employees of both sexes.

Part 2: Our work for equality and against discrimination

Development during 2023

During 2023 we have continued taken several measures to try to harmonize the historical wage differences between genders and wage differences for positions on the same level.

We have set common goals to increase female representation in DB Schenker AS until 2025:

- 30% female leaders
- 10% female terminal employees

Our strategy to make this happen:

- A woman as a successor to every third management position.
- We will share the quarter's female role model/success story.
- Buddy / internal mentor to all new female managers.
- Always aim to have a female and a male interviewer.
- Structured interview - same interview template for the same position.
- Market ourselves more towards women
- Carry out female pulse checks.
- Focus on women internally for management positions. Be more risk-averse, given that they have the potential for development.
- Aim to have one woman out of three in the final interview for management positions.
- Make advertisements and Schenker's profile more aimed at women.

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We gave an individual salary increase to all white-collar employees in tariff group 3 and 4 with more than 10-15 years seniority. This group consists of many women with high seniority.

In 2022 we agreed for ongoing common home office policy, that gives the possibility to work from home up to 50% of the working time for office employees. This is an individual consideration between leader and employee. The possibility to work from home will give a more flexible workday and make more work-life balance.

At DB Schenker, we are proud of our international and diverse workforce. By embracing our differences, we build strong, innovative, high-performance teams. By utilizing our diversity, we find creative solutions that can best serve our customers. When using our individual ideas, backgrounds, and experiences, we work best as a team with one common goal.

This is how we work to ensure equality and non-discrimination in practice.

In collaboration with the elected employee representatives, Schenker works steadily to ensure equality and prevent discrimination in our business. The four-step work methodology is used (examine, analyse, implement, assess), and the descriptions are linked to the personnel areas described in the law (recruitment, pay and working conditions, promotion, development opportunities, facilitation, or opportunity to combine work and family life) as well as other relevant matters in our business. To ensure good communication between the elected employee representatives and the management team, we have for many years had regularly cooperation- and information meetings, both locally and nationally. This close collaboration is important to be able to work proactively with diversity and any other challenges that arises.



Diversity Committee

The Diversity Committee has members from different aspects of the organisation to ensure the correct diversity outlook. The committee shall propose measures to promote equality and non-discrimination, take the initiative for studies on such measures, as well as following up on these measures. The committee shall, through information work, contribute to increase the understanding of equality and non-discrimination in Schenker AS. During 2023 the Diversity Committee has looked at these topics:

- Promotion and development opportunities.

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- Gender equality, with focus on the common goals for Schenker AS.
 - Anti-Bullying Campaign – live in 2023 and ongoing
 - Making awareness around recruiting more women.
- through Customer Centricity, Empowered People and Dynamic Growth.



Employee Survey key measures

In 2023 every department worked with three top improvement areas in GLINT, and had workshops based on the results from the survey of 2022. In 2023 all white-collar employees also had a pulse-survey with overall focus on employee engagement, Finance and People & Organizations value add.

The following possible causes of risks and obstacles have been identified:

- The payment gap between women and men in occupationally heavier positions (P) and managerial positions (L), which has an individual pay adjustment, may still be present due to women not asking for pay increases as often. It is important to point out that these imbalances must be evened out over time, as the current situation is historically conditioned. We have had the focus to include more younger women and men in middle management, which naturally is not paid at the same level as more senior management positions.
- We have mainly recruited internally in 2023, where the focus still has been on recruiting females to management positions.

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Our planned actions for the coming year are illustrated in the table below:

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Staff area	Background for measures	Description of measures	Objectives of the measures	Respon-sible	Deadline /Status	Result
Wages and working conditions.	There is an imbalance in the salary level between the sexes within certain roles	Keep statistics / Establish goals for equal pay within a job group with similar responsibilities.	Review once a year to see if the salary distribution is evenly distributed. This bias must be evened out over time, as the current situation is historically conditioned.	P&O and managers	Annual	Ongoing
Promotion and development opportunities /Recruitment	Few women in management positions	30% female leaders	Increased gender diversity in Schenker's management. Focus in recruiting more females.	P&O and recruiting managers	2025	Ongoing
All employees	We want more female employees in the terminal positions. Its more benefits with having diversity in gender, than as it is today with 95% men.	10% female terminal employees	Increase awareness to the terminal leaders when recruiting, to have focus on more females.	Terminal management	2025	Ongoing